

# Equal Opportunities and Diversity

CRANWELL, BRAUNCEWELL AND BYARD'S LEAP PARISH COUNCIL

Equal Opportunities and Diversity Policy

## 1. General Policy Statement

Cranwell, Brauncewell and Byard's Leap Parish Council (the "Council") recognises that everyone has a contribution to make to the community it serves and a right to expect and to receive equality of treatment irrespective of his or her background. As such, the Council commits to ensuring that no person or organisation to whom it provides a service, including financial support, or who is employed by it in whatever capacity, will be discriminated against by reason of their gender, age, race, disability, religion, or sexual orientation.

Wherever and whenever appropriate, Members of the Council ("Members") will aim to foster an awareness of prejudice in all who work for and with the Council.

Members will also aim to ensure that any Council employee, contractor or volunteer who works with individuals and organisations to which the Council provides services or funding does not suffer discrimination. Where it becomes apparent to the Council that such discrimination has occurred, then Members commit to taking appropriate and positive action.

In particular, Members are committed to ensuring that there is equality of opportunity for full participation within the Council itself and for those groups and individuals who, from time to time, are involved in its work.

## 2. Recruitment and Selection

Whilst not a significant employer of paid staff, contractors or volunteers, Members nevertheless recognise the importance of ensuring that any recruitment or appointment to such positions or roles takes place purely on the basis of ability to do the job or task in question. To this end, therefore, the Council will ensure that the principles of its Equal Opportunities Policy are applied fully in all stages of any recruitment and selection process.

Application and other forms associated with employment by the Council will be subject to regular review to ensure that their content complies with the principles of equal opportunities.

Acceptance of, and compliance with, this Equal Opportunities Policy shall be a requirement of any employment by the Council.

## 3. Service Provision

Members are committed to ensuring that the provision of any services by the Council is carried out in such a way as to not only avoid discrimination but also, as far as is practicable, to reflect the differing and diverse needs of residents and the local community.

From time to time the Council may endeavour to consult with groups and individuals in order to identify how the services it provides can be made more responsive to differing needs.

#### 4. Responsibilities

Both Members and employees have a responsibility for ensuring that the principles of this Policy are adhered to at all times. In particular, they will neither knowingly practice any form of discrimination nor use any discriminatory language whilst engaged on Council business.

The Chair of the Council and Parish Clerk shall have a particular responsibility to keep Members fully apprised of any developments or difficulties which may arise from the implementation of this Policy.

#### 5. Review of Policy

The effectiveness and relevance of this Equal Opportunities Policy shall be subject to review as and when necessary and be confirmed and re-adopted at each Annual Meeting of the Parish Council.

Adopted at the Council meeting on February 12<sup>th</sup> 2024